

# **Work and Its Relationship to Recovery and Rehabilitation**

**John J. Benshoff, Ph. D., CRC,  
Professor, Rehabilitation  
Institute  
Southern Illinois University**

# The Basics

- Work
  - Occupation
  - Career
  - Job
  - Employment

# Work

- A Purposeful Activity
  - Produces Something Of Economic Value
  - Provides Something In Return
    - Tangible Rewards
    - Intangible Rewards
  - An Effort Toward A Specific End Or Finished Product

# Work in Society

- The Most Fundamental Aspect Of All Societies And Cultures
  - At the root of a society's products, culture, politics and even religion and art
  - Marx: The worker is at center stage
  - Freud: Life's purpose is to "Love and Work"
  - Dreikurs: One of 3 major life tasks, along with friendship and love
    - Inability to work is an illness

# The Psychological Benefits of Work

- Contributes to the Development of Self Concept
- Establishes and Maintains Self-Esteem
- Provides a Sense of Connectedness to the Rest of Society
- Provides a Structure for Life

# Donald E. Super's Vocational Theory

- A Developmental Life-Span, Life-Space Theory
- Comprehensive, Multi-faceted Approach
- Life Stages
  - Growth (Birth to 14)
  - Exploration (14 to 25)
  - Establishment (26 to 44)
  - Maintenance (45 to 64)
  - Decline (65+)

# Life Roles

- Life Roles
  - Child
  - Student
  - Leisurite
  - Citizen
  - Worker
  - Homemaker

# Mini-Cycles

- Exploration
  - Fantasy Phase
  - Tentative Phase
  - Realistic Phase
- Establishment
  - Trial Phase
  - Stable Phase



# Linkages with Other Models

- Personality Development
  - Identity Formation
  - Intimacy: The Ability to Establish Relationships
- Cognitive/Educational Development
  - Abstract Thinking
- Environmental Characteristics
  - Economic Environment
  - Job Environment

# Disability Implications

- Congenital disabilities create limited opportunities for play, work-role fantasies and career-related role play
- Early-onset drug problem delays or disrupts significant developmental experiences

# Disability Implications

- Acquisition of later D & A Problems may result in vocational stage regression
  - Disruption in career development results in “recycling” to an earlier vocation stage
  - “Life Redesign”

# Implications for Counselors

- **Recognition Of Vocational Development Characteristics.**
- **Recognition Of Career Instability/ Destabilization**
- **Removal of Barriers**
  - **Attitudinal**
  - **Real**
- **Utilization of Multiple Resources in Job Development and Placement**
- **Developing a Plan for Recovery Maintenance**

# Three Crucial Questions

- What is the client's Motivation?
- What is the client's view of the World of Work
- What is the client's level of Self Esteem?

# Placement and Development Resources

- Work Adjustment
- Basic Skill Development
- Job Modification
- Job Restructuring
- Job Coaching
- Mentoring

# Employment Success

- A function of individual and work environment correspondence
  - Does the work environment present a mutually beneficial situation?

# Job Satisfaction

- Workers meet their needs through employment (Satisfaction)
  - Authority & Responsibility
  - Recognition
  - Compensation
  - Variety
  - Use of Skills and Abilities



# Job Satisfactoriness

- Employers get their needs met through productivity
  - Do the worker's skills and attributes meet the demands of the job

# The Bottom Line

- Individuals want to keep jobs they enjoy
- Employers want to keep employees who are productive

# Placement Strategies

- **No Access to Drugs or Alcohol on Job**
- **Support System in Place on the Job**
- **Case Management**
- **Medication Monitoring**
- **Home/Community Support System**
- **Community Involvement**
- **Support Group Participation**

# Key Employer Characteristics

- Work Culture Issues
- Job Match
- Employer Experience and Support